

**Regulations Governing the Determination of Critical Teacher Shortage  
Areas**

**8 VAC 20-650-10 et seq**

**8VAC20-650-10 Survey of Local School Divisions**

Beginning in school year 2001-2002, to obtain the data necessary for establishing critical teacher shortage areas an annual survey of instructional personnel and administrative personnel licensed by the Board of Education shall be conducted as follows:

1. The Department of Education shall be responsible for the administration of the annual survey and shall:
  - a. Distribute to each local school division an annual survey of instructional and administrative personnel for the purpose of determining critical teacher shortages. The Department may distribute the survey through electronic means; and
  - b. Post the results of the survey in a manner that will permit access by local school divisions, approved teacher preparation programs, other state agencies, and the public through an electronic process.
2. Each local school division shall be required to submit a completed survey within the timeframe established by the department. If the survey is distributed through electronic means, then the survey shall be completed and submitted to the department through electronic means as identified by the department.
3. To obtain information about the differences in the supply and demand among Virginia school divisions the survey will require, but will not be limited to, the following data:
  - a. Number of teaching positions by subject area;

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~~b. Number of teacher shortages by endorsement  
(teaching) area existing when the number of  
available teachers with the appropriate  
endorsement is fewer than is needed to fill  
classrooms;~~

b. Number of teaching positions by endorsement  
(teaching) area; number of teaching positions not  
filled by endorsement area; and number of teaching  
positions filled without the appropriate teaching  
endorsement;

~~Number of teachers employed without the appropriate  
teaching endorsement;~~

c. Number of teachers employed without a regular five-  
year renewable license for their teaching  
assignment;

~~Number of administrative positions requiring a  
license from the Board of Education;~~

~~Number of administrative position vacancies for  
which a school division receives three or fewer  
qualified candidates (licensed or eligible for a  
license); and~~

d. Number of teaching position vacancies for which a  
school division receives three or fewer qualified  
candidates (licensed or eligible for a license).

**8VAC20-650-20 Establishing Critical Shortage Areas**

1. Utilize the data collected through the ~~biennial~~  
annual survey to establish critical teacher  
shortage areas as follows:
  - a. Shortages by subject matter will be designated from  
the top 10 academic disciplines identified as  
having shortages through the Superintendent's  
annual survey of school divisions.
  - ~~b. School divisions will be designated as the~~

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~~geographic regions for consideration of shortages in addition to those identified by subject matter. Any teaching or administrative position vacancy for which a school division receives three or fewer qualified candidates (licensed or eligible for a license) may be designated as a critical shortage area.~~

b. School divisions may identify shortages, in addition to the top 10 academic disciplines identified statewide, designated in a subject area. Any teaching position vacancy for which a school division receives three or fewer qualified candidates (licensed or eligible for a license) may be designated as a critical shortage area.

c. Any Virginia school division, including rural or urban school divisions, where 10 percent of the teachers are not fully licensed for their teaching assignment may be designated as a geographic critical shortage area.

2. For the purpose of administering the Virginia Teaching Scholarship Loan Program, an individual ~~may be eligible for a scholarship~~ may meet the teaching obligation, regardless of teaching discipline, by agreeing to teach in a school with a high concentration (50 or more percent) of students eligible for free or reduced lunch. or in a rural or urban school division of the state based on the current Metropolitan Statistics Area (MSA) data for Virginia where 10 percent of the teachers are not fully licensed for their teaching assignment.

**Statutory Authority: Sections 22.1-212.2:1 and  
23-38.10:1 of the Code of Virginia**